

MONTANA CHEMICAL DEPENDENCY CENTER ORGANIZATIONAL CODE OF ETHICS

PREAMBLE

Montana Chemical Dependency Center is a state operated in-patient chemical dependency and co-occurring disorders treatment facility that provides comprehensive services to individuals requiring the need for this level of care. To accomplish this requires a complex, internally integrated and externally networked system comprised of multi-disciplinary highly skilled professionals, paraprofessionals, skilled workers and support personnel. Each employee of this facility has the responsibility to act in a manner consistent with the ethical principles outlined in this organizational statement and its supporting policies, including the Montana State Standards of Conduct for State Employees and the Department of Public Health and Human Services Standards of Conduct Policy. All employees are expected to perform their duties with integrity, honesty, fairness and diligence and adhere to the highest principles of dignity and respect for all we serve. We further recognize and understand that this responsibility extends to all patients, their families, staff, the state as a whole as well as a wide network of external systems and providers. We will strive to provide comprehensive, effective treatment and service delivery while applying our ethical standards equally, consistently and without compromise.

GENERAL PRINCIPLES

- We will perform all duties with beneficence (doing good) and non-maleficence (doing no harm)
- We will strengthen our treatment efforts by devoting our energy toward the production of quality work.
- We will accept no gifts from patients, their families or friends, vendors or from any other source associated with the performance of our duties that has any potential to influence or creates a perception of influence.
- We will honor and respect all racial, sexual, ethnic, cultural and religious differences and refrain from any and all acts of harassment or slurs related to race, sexual orientation, religion, ethnicity, cultural diversity or position within the organization by treating others with courtesy and respect.
- We will provide reasonable accommodations for individuals with disabilities as defined in Federal and State law.
- We will as professionals, perform and fulfill our duties consistent with the principles, values and obligations established in our applicable professional code of ethics and are subject to sanctions from the same.
- We will responsibly report all ethical violations to appropriate supervisors without fear of retaliation or reprisal.

PATIENT CARE PRINCIPLES

- We will respect and honor the rights, dignity, well being and privacy of all patients.
- We will respect and protect the emotional vulnerability of all patients and refrain from encouraging, developing, fostering or maintaining intimate or other inappropriate personal employee/patient relationships.
- We will protect all patients from any form of abuse, neglect or exploitation.
- We will maintain the highest level of patient confidentiality at all times.
- We will encourage and include, whenever and to the extent possible, the family or designated others in the treatment of the patient.
- We acknowledge the patients right to refuse to perform work in or for the facility.
- We recognize and accept the autonomy of patients and the right of those with capacity to make their own health care decisions, including refusal of treatment.
- We will respect the right of all patients and staff to refuse to participate in any research or experimentation without first obtaining their legally adequate and express written consent and insure no compromised service delivery for their refusal to participate.

ADMINISTRATIVE PRINCIPLES

- We recognize our position of public trust and will represent our services and capabilities fairly and accurately to the public.
 - We will make decisions about admissions, discharges and transfer of patients with purely the best interest of the patient in mind.
 - We will ensure that the integrity of clinical decision-making shall be protected and not compromised regardless of any consideration for compensation.
 - We will advise patients about their financial responsibility, if any, and provide assistance to them in accessing possible resources while never denying admission or pursuing transfer based upon an individual's indigent status.
-
- We will provide treatment in the most efficient and effective manner possible and refrain from unrealistic lengths of stay or inappropriate provision of services to our patients.

- We will refrain from contractual agreements with organizations or individuals where there is potential for conflict of interest.

CONFLICT RESOLUTION PRINCIPLES

- We will respect the right of staff members to not participate in any treatment, procedure or activity approved by the facility that is in violation of, or in conflict with, their specific and identifiable cultural, religious or ethical beliefs.
- We will promptly and courteously investigate and resolve all complaints from staff, our consumers, the public or others regarding any aspect of our service delivery.

Effective 03/10/04